



Washoe County Employees Association

Executive Board

John Lewis David Kelly Kathie Maestas Justin Norton
President Vice President Secretary Treasurer

Board of Directors

Cheryl Bennett William Mantle Ron Souza Anne Stoll-Thompson Mike Touhey Sarah Turner Gary Zaepfel

Staff

Wendy Leonard Elene Soumbeniotis Manor
Lead Labor Representative Administrative Assistant

BOARD OF DIRECTORS AGENDA

July 8, 2020 - 5:15 pm

I. Establish Quorum

II. Attendance

- Present: John Lewis, Kathie Maestas, Justin Norton, Ron Souza, Anne Stoll-Thompson, Mike Touhey, Gary Zaepfel, William Mantle
- Absent: David Kelly, Sarah Turner, Cheryl Bennett.

III. Closed Session

- Reviewed active cases
- Request for Wendy to reach out to a division head to discuss putting confidential information on a report that goes out to all staff.

IV. Approval of June Minutes Motion: Justin Norton motioned, 2nd:Anne Stoll-Thompson – Motion duly Passed

V. Treasurer's report

- Pending next month's meeting.

VI. Continuing Agenda

- Office position (*John*)
- Scholarship, fall winner (*Sara, Mike, William*)
 - *Ronald Hererra and Alexandra Wyld were selected for the scholarships*
- WCEA Website, (*Justin*)
 - Continued
- NEO video, (*Kathie*)
 - Kathie gave video to Matt in HR and it has been posted. The power point will be made available to new employees
- IT issues, (*Wendy*)
 - Wendy reviewed the bid provided from Orion
 - Discussion reviewing options of servicing the computer system ourselves to save some money.
 - John provided feedback that when we have a computer issue, it is more efficient to have a company to call rather than try to find a company at the time.
 - There is room to build tech services in to the budget for the upcoming year.
 - Kathie discussed professionalism and leaving the WCEA in a better position than when we found it.
 - Ann motioned to accept the bid, Mike accepted the bid. William opposed the bid, and the motion passed
- Office Lease, (*Wendy*)
 - *Awaiting the formal lease, but it appears the lease may not increase for 2 years. Wendy will advise the board as soon as we get the lease agreement.*

- County/Member update, (*John*)
 - *Nothing new. The agenda item was pulled from the BCC and the COLAs are not being taken.*
 - *Justin reviewed the State budget information, and the State outlook is more positive by a small amount.*
 - *Vacation payout requests are being processed.*
 - *Approximately \$10M out of the \$20M Covid funding has been spent.*
 - *Discussion regarding how the County views being able to force us to give up negotiated COLAs and the difference between negotiations and simply attempting to take a COLA.*
 - *The County has been advised to negotiate with the Associations in a fair and open manner in the future.*
 - *The County Manager may have felt like there were some negotiations but the Associations did not agree that there was any bargaining in good faith.*
 - *This will continue to remain on the agenda for potential future discussion.*
- FOIA Request, (*Dave*)
 - Continued – Dave not present
- Grievances, (*Wendy*)
 - *Day of Mourning Grievance is moving forward, a new list is being reviewed by Langton and Dave Watts-Vial.*
 - *No new grievances at this point.*

VII. New Business

- Fiscal Year 2020 Budget Closeout
 - We are slightly under budget for the 2020 annual and Justin will get this out to the board for review soon.
- Fiscal Year 2021 Budget
 - Justin is working on the new budget and will provide it to the board by next board meeting.
- Scholarship update, spring (*Mike*)
 - *Discussion regarding WHO can apply – can children, spouses, employees apply, or is it just children, or grandchildren?*
 - *Justin recommended taking it on an as-cases basis*
 - *William brought up that if we have more diverse populations that the criteria may need to be changed.*
 - *Justin requested to add Scholarship for the Calendar for next April.*
- Nurse's representation (*Wendy*)
 - Wendy provided information regarding request from the Nurses Association to Hire the WCEA to represent them.
 - The fees would be the same regardless of coverage. Nurses would pay the same amount to the WCEA as our regular members pay.
 - Mike Langton has stated that he would provide the same services to the Nurses as he provides to us without additional fees.
 - Anne serves on the safety committee and does feel the nurses need to keep their own positions on the board
 - Justin motioned to start language for review by the WCEA Board for a 1 year contract. Nurses would pay the same rate as WCEA members directly to the WCEA. Language to include a standard 30 day cancellation clause with no penalty. Start conversation with HR regarding combining associations and contract for the future. Anne seconded the motion. No opposition and the motion passed.

VIII. Correspondence/Announcements

- Nothing new

IX. Committee Reports

- WCEA Public Relations (*David*)
 - No updates
- B. PERS Updates (*Cheryl*)
 - No updates
- C. BCC Meetings (*Michelle*)
 - Nothing new
- D. Insurance Committee Meeting (*Cheryl*)
 - Continued – Cheryl not present

E. Safety Committee (*Anne*)

F. HR Rep Meetings (*Justin*)

- Nothing to report

G.JEC (*Gary*)

- Nothing new

G.Deferred Comp Committee (*Justin*)

- Some poorly reporting funds being moved.

X. One More Thing

- **PAC**

- Kathie discussed PAC and endorsements.
- Justin reviewed the positive effect the Deputies association had during the last discussions regarding COLAS due to their endorsements
- John talked about this being an ideal year because many candidates are wanting to distance themselves from the police unions.
- The elected officials during this cycle will be here through our next contract negotiations
- Justin motioned to start moving forward with the PAC, separating the account and moving forward with the By-Laws updates regarding the PAC. The WCEA Board should be representatives on the PAC rather than opening it up to everyone. Kathie seconded the Motion. No opposition and the motion passed.

- **ARTICLES OF INCORPORATION**

- Justin asked Wendy to reach out to Langton regarding expiration of the articles.

- **Citizen Advisory Panel**

- John asked Kathie to add this to the next Board Meeting Agenda

XI. Adjournment – Meeting Adjourned at 7:08pm